A 2070-3

ALA Survey of Librarian Salaries 1990

Mary Jo Lynch, *Project Director*
Margaret Myers
Jeniece Guy

ALA Survey Report

American Library Association
Office for Research and
Office for Library Personnel Resources

American Library Association
Chicago and London 1990

Acknowledgments

The authors wish to thank the many respondents who completed our questionnaires. Without their cooperation, this report would not be possible. We are also grateful to Katy Sherlock and her staff at the Library Research Center of the School of Library and Information Science at the University of Illinois who managed the mailings and processed the returns. Finally, thanks are due to Maxine Moore and Laura Schulte for careful typing of the text and tables.

ISBN 0-8389-3385-8
ISSN 0747-7201

Copyright © 1990 by the American Library Association. All rights reserved except those which may be granted by Sections 107 and 108 of the Copyright Revision Act of 1976.
Printed in the United States of America.

Table of Contents

ACKNOWLEDGMENTS

INTRODUCTION 1

RESULTS 3

Director 4
Deputy/Associate/Assistant Director 7
Department Head/Branch Head 10
Reference/Information Librarian 13
Cataloger and/or Classifier 16
Collection Development Librarian/Subject Bibliographer 19
Children's and/or Young Adult Services Librarian 22
Beginning Librarian 24

DISCUSSION 27

General Comments on Results 27
Salaries by Position 27
Salaries by Type of Library 28
Salaries by Region of the U.S. 28

Complicating Factors 28
Meaning of "Full-Time" 28
Meaning of "Professional" 29
Salaries Below $16,000 29
Job Levels or Faculty Ranks 30
Longevity Pay 30
Union Contracts 30

APPENDIXES

A. Salary Surveys Providing Information on Library Workers 31
B. ALA Policies Relating to Salary Issues 39
C. Selected Bibliography on Compensation and Employee Benefits 43
D. Technical Considerations 45
E. Cover Letter 49
F. Survey Questionnaire 51
G. Salaries Paid for Less than a 12 Month Year in Academic Libraries 55

1
Introduction

Librarians, the people who hire them, and interested others often ask the ALA Office for Library Personnel Resources (OLPR) to tell them what salary might be paid to a librarian in a particular position, working in a particular type of library, in a particular part of the U.S. To fill the need for information of this kind, ALA begin conducting a periodic survey of salaries for full-time professionals in academic and public libraries. Reports were published biennially from 1982 to 1988 and became annual in 1989.

This sixth report presents salaries paid to incumbents in seven positions commonly found in U. S. academic and public libraries. Salaries were reported as of January 1, 1990. For each of six positions, the report contains six tables, one for each of five library types and one for all five combined. The seventh position--children's and/or young adult services librarian--is shown only for public libraries. Each of the tables shows the range, mean, first quartile, median, and third quartile of salaries in four geographic regions. Salaries paid to beginning professionals are also displayed in the same way.

The 1990 report shares the following characteristics with its immediate predecessor:

- It is based on a survey of **libraries**, not individual librarians.
- It is based on a survey of **full-time professional** positions.
- It is based on a survey of **public and academic** libraries only. (Sources for salaries in other libraries are given in Appendix A).
- The public and academic library universe is stratified by the same **type/size criteria:** public libraries serving populations of from 25,000 to 99,999, public libraries serving populations of 100,000 or more, 2-year colleges, 4-year colleges, and universities. (The last category includes all institutions offering work beyond the bachelor's level).
- The nation is stratified into the same **geographic areas:** North Atlantic, Great Lakes and Plains, Southeast, West and Southwest (see Appendix D for lists of states).
- It shows **salaries** paid to incumbents as of January 1st of the survey year.
- It shows the **first quartile, median, and third quartile** for salaries paid in each type/size of library and region in addition to the mean and range (low and hign) for each position reported.

The Library Research Center of tne University of Illinois Graduate School of Library and Information Science performed the mailing, processing, and computer analysis of the questionnaires. ALA's OFR and OLPR used that analysis to produce tnis report.

Mary Jo Lynch, Director of ALA's Office for Research, directed the project and wrote this report with assistance from Margaret Myers, Director of ALA's Office for Library Personnel Resources and Jeniece Guy, OLPR Assistant Director. Myers was responsible for Appendix A, B, and C.

We hope the results of the survey will be useful to employers of librarians who need this information in administering an equitable pay plan and to librarians seeking employment or career advancement.

2
Results

The survey questionnaire was mailed to 1,506 randomly selected libraries in January, 1990. Samples were drawn from twenty groups of libraries formed by stratifying five type-of-library categories by four regions of the U.S. Appendix D describes how groups were formed and sampled. By the last week in March, usable responses had been received from 1,236 libraries, 82 percent of those sampled.

The results of this survey are presented on the following pages in eight sets of tables. The first six sets present salaries paid to incumbents in positions common to both public and academic libraries. Respondents were asked to report all professional, full-time incumbents except for beginning professionals. There are three pages of tables for each position. The first table on the first page presents salaries paid in medium-sized public libraries, i.e., those serving between 25,000 and 99,999. For each of four regions of the country and for the nation as a whole, the table shows the number of positions reported (N), the lowest salary and the highest salary (range), the mean (arithmetic average), the first quartile, median, and third quartile. This pattern is repeated for large public libraries (i.e., those serving populations of 100,000 or more), and for libraries in two-year colleges, four-year colleges, and in universities (i.e., institutions offering work beyond the baccalaureate degree).

Following these six sets of tables is a smaller set for children's and/or young adult services librarian. For this position, tables are given only for the two sizes of public library and for all public libraries.

The last set of tables describes salaries paid to beginning professionals following the pattern set in the first seven sets of tables.

The following example illustrates how to interpret the tables. In the first table for the position of director--the table presenting salaries paid in medium-sized public libraries--there were 126 salaries reported from the North Atlantic region. The lowest of these was $13,069 and the highest was $97,200. When all the salaries were added together and the result was divided by the total number (126) the average or mean was $42,710. When all the salaries were arrayed from low to high, 25 percent of them fell below $33,640, the first quartile, 50 percent fell below $42,250, the median, and 50 percent were above $42,250. Seventy-five percent fell below $47,759, the third quartile, and 25 percent were above that amount. The middle 50 percent of the salaries fell between $33,640 and $47,759.

Two caveats should be observed in reading the tables. The higher the number of cases (N), the more reliable the results of the sample in giving a true picture of the total population. When the number of cases is less than twenty-five, the results should be used with caution. Also, when the mean and the median are not close together, the mean is being influenced by some unusual values. When the mean is much higher than the median, there are several very high salaries. When the mean is much lower than the median, there are several very low salaries.

Director (Page 1 of 3)

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=126 Range=$13,069 to $97,200	42,710	33,640	42,250	47,759
Great Lakes & Plains N=124 Range=$18,000 to $63,930	37,860	30,100	35,632	45,199
Southeast N=109 Range=$14,300 to $53,196	29,907	24,523	28,752	34,248
West & Southwest N=82 Range=$15,000 to $76,920	40,673	30,570	38,002	50,000
All Regions N=441 Range=$13,069 to $97,200	37,803	28,700	35,661	44,400

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=37 Range=$26,000 to $87,400	56,831	38,890	58,000	70,000
Great Lakes & Plains N=47 Range=$23,220 to $102,900	58,308	47,715	53,861	71,808
Southeast N=44 Range=$22,113 to $98,000	47,421	35,403	45,435	56,126
West & Southwest N=57 Range=$32,112 to $103,272	60,615	48,986	60,372	72,821
All Regions N=185 Range=$22,113 to $103,272	56,134	44,000	55,000	68,000

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Director (Page 2 of 3)

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=42 Range=$22,525 to $70,110	45,125	38,366	46,755	51,000
Great Lakes & Plains N=42 Range=$26,406 to $70,891	43,255	37,000	41,420	47,164
Southeast N=57 Range=$24,000 to $53,934	36,216	32,200	35,000	40,280
West & Southwest N=60 Range=$27,500 to $77,333	47,945	39,500	46,452	56,720
All Regions N=201 Range=$22,525 to $77,333	43,050	34,500	41,821	48,847

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=30 Range=$26,500 to $66,310	43,381	31,692	40,750	53,150
Great Lakes & Plains N=37 Range=$21,636 to $57,500	37,889	31,500	37,000	45,200
Southeast N=39 Range=$21,000 to $55,520	35,235	30,000	35,000	40,504
West & Southwest N=22 Range=$24,000 to $51,500	36,398	30,000	36,606	41,000
All Regions N=128 Range=$21,000 to $66,310	38,111	30,663	37,000	42,572

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Director (Page 3 of 3)

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=74 Range=$28,362 to $120,000	55,335	43,000	54,697	63,000
Great Lakes & Plains N=62 Range=$22,000 to $90,363	52,074	36,900	51,350	66,000
Southeast N=58 Range=$21,560 to $91,100	46,840	34,919	45,335	55,000
West & Southwest N=58 Range=$26,461 to $102,000	53,074	36,000	49,762	68,436
All Regions N=252 Range=$21,560 to $120,000	52,057	36,935	49,997	62,225

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=309 Range=$13,069 to $120,000	47,818	36,500	45,000	56,000
Great Lakes & Plains N=312 Range=$18,000 to $102,900	44,495	33,513	42,085	52,050
Southeast N=307 Range=$14,300 to $98,000	37,464	28,350	34,940	42,218
West & Southwest N=279 Range=$15,000 to $103,272	48,552	35,000	44,705	59,868
All Regions N=1207 Range=$13,069 to $120,000	44,495	32,800	41,333	52,520

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Deputy/Associate/Assistant Director (Page 1 of 3)

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=71 Range=$12,038 to $77,000	36,056	30,174	35,000	39,942
Great Lakes & Plains N=56 Range=$18,000 to $46,200	32,308	26,020	33,671	37,598
Southeast N=40 Range=$19,200 to $33,799	24,967	22,100	25,000	27,502
West & Southwest N=46 Range=$15,276 to $60,204	33,195	25,536	31,020	40,884
All Regions N=213 Range=$12,038 to $77,000	32,370	25,626	31,803	37,804

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=60 Range=$19,000 to $78,942	48,007	41,696	46,891	54,091
Great Lakes & Plains N=71 Range=$26,882 to $88,400	45,909	37,566	42,960	51,985
Southeast N=60 Range=$15,662 to $60,300	38,446	30,870	36,668	46,430
West & Southwest N=93 Range=$23,028 to $76,463	48,591	40,704	49,506	56,596
All Regions N=284 Range=$15,662 to $88,400	45,654	37,377	45,494	53,300

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Deputy/Associate/Assistant Director (Page 2 of 3)

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=10 Range=$27,875 to $50,181	39,232	32,500	38,740	48,073
Great Lakes & Plains N=8 Range=$26,818 to $60,000	37,347	28,509	31,060	46,409
Southeast N=20 Range=$18,300 to $46,496	30,113	25,442	28,300	33,397
West & Southwest N=19 Range=$18,550 to $66,665	39,636	30,183	39,196	44,620
All Regions N=57 Range=$18,300 to $66,665	35,902	28,000	32,751	42,221

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=11 Range=$19,080 to $55,179	35,087	27,000	32,750	40,494
Great Lakes & Plains N=10 Range=$16,956 to $39,725	27,876	23,000	27,705	34,950
Southeast N=11 Range=$18,210 to $40,452	27,172	25,000	26,285	30,000
West & Southwest N=15 Range=$17,400 to $32,504	26,623	23,688	26,100	31,400
All Regions N=47 Range=$16,956 to $55,179	28,999	24,600	27,000	32,504

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Deputy/Associate/Assistant Director (Page 3 of 3)

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=98 Range=$27,000 to $92,465	50,182	39,235	49,981	58,544
Great Lakes & Plains N=67 Range=$19,760 to $72,500	46,578	38,420	47,000	54,037
Southeast N=70 Range=$22,507 to $63,200	39,147	30,000	39,200	47,100
West & Southwest N=71 Range=$24,000 to $75,690	49,886	39,541	48,021	60,000
All Regions N=306 Range=$19,760 to $92,465	46,800	37,725	46,272	55,672

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=250 Range=$12,038 to $92,465	44,546	34,656	42,868	53,979
Great Lakes & Plains N=212 Range=$16,956 to $88,400	41,354	33,139	39,365	48,326
Southeast N=201 Range=$15,662 to $63,200	34,562	26,000	32,000	42,244
West & Southwest N=244 Range=$15,276 to $76,463	44,017	32,645	44,062	53,739
All Regions N=907 Range=$12,038 to $92,465	41,445	31,242	40,000	50,181

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Department Head/Branch Head (Page 1 of 3)

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=198 Range=$16,640 to $52,370	30,222	24,956	28,340	34,837
Great Lakes & Plains N=203 Range=$12,000 to $49,967	28,125	23,700	27,417	32,260
Southeast N=60 Range=$15,074 to $32,000	23,152	20,258	22,813	25,916
West & Southwest N=83 Range=$19,000 to $45,468	31,690	25,518	29,128	37,326
All Regions N=544 Range=$12,000 to $52,370	28,884	24,000	27,359	33,339

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=438 Range=$17,500 to $58,677	35,165	29,224	34,957	39,566
Great Lakes & Plains N=640 Range=$19,500 to $57,711	34,434	30,909	33,356	37,336
Southeast N=296 Range=$16,107 to $48,480	30,453	24,895	29,804	36,067
West & Southwest N=609 Range=$18,540 to $51,548	36,660	31,122	38,052	41,330
All Regions N=1983 Range=$16,107 to $58,677	34,685	29,223	34,500	39,728

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Department Head/Branch Head (Page 2 of 3)

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=23 Range=$27,736 to $58,441	35,382	29,732	34,000	38,156
Great Lakes & Plains N=13 Range=$16,350 to $51,001	35,806	32,447	35,776	37,237
Southeast N=10 Range=$23,000 to $42,401	34,507	31,000	34,816	40,000
West & Southwest N=12 Range=$25,272 to $48,000	35,650	34,278	35,325	36,638
All Regions N=58 Range=$16,350 to $58,441	35,381	31,000	35,000	38,000

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=40 Range=$18,504 to $58,129	33,125	29,595	33,197	36,654
Great Lakes & Plains N=34 Range=$19,800 to $44,000	29,122	23,100	28,200	32,036
Southeast N=21 Range=$20,000 to $35,380	26,291	23,700	26,250	28,395
West & Southwest N=7 Range=$23,520 to $35,400	28,820	26,142	28,500	33,000
All Regions N=102 Range=$18,504 to $58,129	30,088	25,011	29,210	34,250

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Department Head/Branch Head (Page 3 of 3)

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=281 Range=$21,000 to $71,015	38,159	32,512	36,570	42,300
Great Lakes & Plains N=233 Range=$19,327 to $70,000	36,016	30,329	34,612	40,207
Southeast N=174 Range=$17,000 to $54,681	33,051	29,000	32,468	36,500
West & Southwest N=218 Range=$21,013 to $66,984	39,330	31,000	36,129	48,108
All Regions N=906 Range=$17,000 to $71,015	36,908	30,500	35,048	41,500

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=980 Range=$16,640 to $71,015	34,946	28,971	34,242	39,566
Great Lakes & Plains N=1123 Range=$12,000 to $70,000	33,477	28,560	33,180	36,783
Southeast N=561 Range=$15,074 to $54,681	30,395	24,886	29,993	35,682
West & Southwest N=929 Range=$18,540 to $66,984	36,771	30,136	37,368	41,771
All Regions N=3593 Range=$12,000 to $71,015	34,248	28,500	33,436	39,356

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Reference/Information Librarian (Page 1 of 3)

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=184 Range=$17,500 to $52,197	27,658	23,492	26,925	31,383
Great Lakes & Plains N=130 Range=$16,500 to $40,008	24,592	21,318	24,316	27,914
Southeast N=37 Range=$14,626 to $31,000	21,725	18,396	21,947	24,000
West & Southwest N=89 Range=$15,500 to $39,204	27,845	21,972	28,428	32,976
All Regions N=440 Range=$14,626 to $52,197	26,291	21,786	25,675	29,797

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=547 Range=$16,100 to $49,003	29,969	26,593	29,731	33,259
Great Lakes & Plains N=799 Range=$17,534 to $51,189	28,442	26,317	27,336	30,144
Southeast N=239 Range=$11,371 to $43,056	25,708	21,664	25,532	28,354
West & Southwest N=827 Range=$18,605 to $50,315	32,355	29,211	33,970	34,180
All Regions N=2412 Range=$11,371 to $51,189	29,859	26,208	29,844	34,006

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Reference/Information Librarian (Page 2 of 3)

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=35 Range=$17,655 to $53,375	34,720	28,937	34,455	40,193
Great Lakes & Plains N=30 Range=$24,759 to $54,595	36,425	26,957	33,363	44,436
Southeast N=46 Range=$21,000 to $48,296	34,717	29,466	34,437	40,800
West & Southwest N=73 Range=$18,700 to $73,366	43,810	33,000	41,333	52,440
All Regions N=184 Range=$17,655 to $73,366	38,604	30,588	36,804	44,538

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=40 Range=$18,636 to $55,179	28,158	24,000	26,800	32,000
Great Lakes & Plains N=36 Range=$18,500 to $40,920	25,848	21,398	25,160	28,728
Southeast N=31 Range=$17,604 to $42,800	24,718	19,339	24,000	26,400
West & Southwest N=20 Range=$19,000 to $35,000	25,412	22,492	24,500	27,675
All Regions N=127 Range=$17,604 to $55,179	26,231	21,500	25,229	29,622

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Reference/Information Librarian (Page 3 of 3)

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=322 Range=$18,725 to $58,667	32,106	26,500	30,294	35,724
Great Lakes & Plains N=210 Range=$18,000 to $63,070	28,926	24,243	27,850	31,275
Southeast N=176 Range=$15,000 to $49,778	27,036	22,000	26,663	31,178
West & Southwest N=263 Range=$18,900 to $66,542	33,550	24,792	30,210	41,788
All Regions N=971 Range=$15,000 to $66,542	30,890	24,961	28,973	34,401

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=1128 Range=$16,100 to $58,667	30,285	26,000	29,711	33,259
Great Lakes & Plains N=1205 Range=$16,500 to $63,070	28,232	24,962	27,336	30,144
Southeast N=529 Range=$11,371 to $49,778	26,597	21,693	26,130	30,015
West & Southwest N=1272 Range=$15,500 to $73,366	32,834	27,123	33,012	35,808
All Regions N=4134 Range=$11,371 to $73,366	29,999	25,146	29,203	33,989

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Cataloger and/or Classifier (Page 1 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=51 Range=$16,640 to $51,180	26,545	22,100	25,850	30,024
Great Lakes & Plains N=31 Range=$14,872 to $42,815	24,929	21,382	24,615	28,787
Southeast N=20 Range=$14,000 to $30,000	21,109	17,788	19,750	23,770
West & Southwest N=36 Range=$16,600 to $39,204	28,154	22,482	28,614	33,883
All Regions N=138 Range=$14,000 to $51,180	25,814	21,500	25,049	29,952

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=64 Range=$17,100 to $54,195	28,957	25,036	28,566	31,371
Great Lakes & Plains N=86 Range=$19,200 to $50,105	28,879	25,149	28,039	31,694
Southeast N=39 Range=$16,369 to $42,610	27,837	23,272	27,986	31,200
West & Southwest N=87 Range=$17,808 to $51,548	30,065	23,941	29,940	34,180
All Regions N=276 Range=$16,369 to $54,195	29,124	24,811	28,837	33,019

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Cataloger and/or Classifier (Page 2 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=19 Range=$24,700 to $54,603	36,746	30,000	35,773	42,636
Great Lakes & Plains N=16 Range=$27,195 to $66,740	42,474	33,121	39,157	50,667
Southeast N=14 Range=$20,140 to $48,614	33,406	29,679	33,933	37,000
West & Southwest N=30 Range=$29,520 to $69,920	43,832	35,408	43,597	48,912
All Regions N=79 Range=$20,140 to $69,920	40,005	32,070	37,707	48,044

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=20 Range=$16,959 to $58,000	30,142	22,300	27,830	32,695
Great Lakes & Plains N=19 Range=$17,000 to $47,670	27,830	22,500	27,984	30,183
Southeast N=22 Range=$15,000 to $39,960	25,200	21,000	23,982	28,000
West & Southwest N=17 Range=$18,162 to $38,000	24,611	21,000	24,000	27,900
All Regions N=78 Range=$15,000 to $58,000	26,979	21,000	25,250	30,000

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Cataloger and/or Classifier (Page 3 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=151 Range=$18,698 to $58,224	31,662	26,381	30,212	35,045
Great Lakes & Plains N=107 Range=$18,000 to $48,845	28,570	23,330	27,067	32,400
Southeast N=100 Range=$15,000 to $44,505	27,841	22,860	27,300	31,960
West & Southwest N=117 Range=$18,900 to $65,448	35,666	24,695	33,497	48,180
All Regions N=475 Range=$15,000 to $65,448	31,147	24,700	29,000	35,016

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=305 Range=$16,640 to $58,224	30,456	25,193	29,000	33,550
Great Lakes & Plains N=259 Range=$14,872 to $66,740	29,042	23,886	27,857	32,280
Southeast N=195 Range=$14,000 to $48,614	27,251	21,800	26,894	31,300
West & Southwest N=287 Range=$16,600 to $69,920	33,225	24,211	32,190	38,120
All Regions N=1046 Range=$14,000 to $69,920	30,268	24,024	28,800	34,180

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Collection Development Librarian/Subject Bibliographer (Page 1 of 3)

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=21 Range=$19,110 to $37,708	27,954	24,486	27,599	31,270
Great Lakes & Plains N=9 Range=$18,491 to $38,488	29,899	25,267	31,397	33,099
Southeast N=5 Range=$16,781 to $29,900	25,432	24,032	27,288	29,160
West & Southwest N=13 Range=$21,821 to $45,252	32,305	26,417	32,904	35,808
All Regions N=48 Range=$16,781 to $45,252	29,234	24,877	29,563	32,497

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=43 Range=$24,200 to $57,274	34,991	26,977	32,214	41,812
Great Lakes & Plains N=19 Range=$20,505 to $50,570	33,107	28,894	30,151	37,117
Southeast N=17 Range=$25,244 to $40,418	32,087	29,320	31,404	34,950
West & Southwest N=64 Range=$20,340 to $47,549	29,965	24,594	28,217	33,645
All Regions N=143 Range=$20,340 to $57,274	32,146	25,562	30,740	36,161

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Collection Development Librarian/Subject Bibliographer (Page 2 of 3)

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=8 Range=$30,845 to $58,129	40,613	32,638	40,333	44,993
Great Lakes & Plains N=1 Range=$50,667 to $50,667	50,667	50,667	50,667	50,667
Southeast N=8 Range=$19,212 to $35,192	28,618	23,865	29,835	33,570
West & Southwest N=13 Range=$30,000 to $69,920	41,742	31,790	38,667	48,914
All Regions N=30 Range=$19,212 to $69,920	38,238	30,845	34,618	45,954

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=9 Range=$21,500 to $45,949	30,812	25,410	30,501	33,000
Great Lakes & Plains N=5 Range=$16,956 to $41,880	30,442	29,574	30,000	33,800
Southeast N=11 Range=$16,500 to $36,880	24,561	20,793	22,000	29,240
West & Southwest N=5 Range=$19,000 to $33,075	26,865	25,749	27,000	29,500
All Regions N=30 Range=$16,500 to $45,949	27,800	21,500	28,620	32,000

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Collection Development Librarian/Subject Bibliographer (Page 3 of 3)

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=80 Range=$23,100 to $60,000	35,060	29,420	32,819	40,263
Great Lakes & Plains N=56 Range=$21,986 to $48,480	34,291	27,497	33,329	40,538
Southeast N=52 Range=$18,000 to $52,500	30,420	25,100	30,950	35,288
West & Southwest N=42 Range=$20,572 to $65,448	41,827	33,333	37,989	52,896
All Regions N=230 Range=$18,000 to $65,448	35,059	28,500	33,035	39,522

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=161 Range=$19,110 to $60,000	34,153	28,008	31,844	39,436
Great Lakes & Plains N=90 Range=$16,956 to $50,667	33,570	28,000	32,547	38,552
Southeast N=93 Range=$16,500 to $52,500	29,608	25,000	30,090	34,708
West & Southwest N=137 Range=$19,000 to $69,920	34,828	26,018	33,000	40,112
All Regions N=481 Range=$16,500 to $69,920	33,357	26,977	31,790	37,872

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Children's and/or Young Adult Services Librarian (Page 1 of 2)

Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=115 Range=$15,500 to $41,700	26,457	23,200	25,516	28,747
Great Lakes & Plains N=75 Range=$15,000 to $40,008	24,549	20,800	24,168	27,530
Southeast N=27 Range=$16,131 to $31,000	21,345	18,183	21,450	23,392
West & Southwest N=60 Range=$12,012 to $39,204	26,643	20,549	25,374	33,230
All Regions N=277 Range=$12,012 to $41,700	25,483	21,032	25,000	28,907

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=132 Range=$17,199 to $47,345	29,070	24,839	28,971	32,802
Great Lakes & Plains N=293 Range=$16,453 to $48,288	27,150	24,377	27,337	29,263
Southeast N=67 Range=$14,359 to $43,576	26,628	22,054	26,130	29,932
West & Southwest N=218 Range=$17,988 to $44,527	30,415	25,716	30,441	33,934
All Regions N=710 Range=$14,359 to $48,288	28,460	24,690	27,337	31,694

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Children's and/or Young Adult Services Librarian (Page 2 of 2)

Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

All Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=251 Range=$15,500 to $47,345	27,977	24,000	27,000	31,093
Great Lakes & Plains N=370 Range=$15,000 to $48,288	26,613	23,545	27,252	29,094
Southeast N=99 Range=$14,359 to $43,576	25,364	20,719	25,098	29,072
West & Southwest N=279 Range=$12,012 to $44,527	29,610	24,398	29,400	33,924
All Regions N=999 Range=$12,012 to $48,288	27,669	23,629	27,235	31,093

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Beginning Librarian (Page 1 of 3)

Full-time staff member with a master's degree in library science, but no professional experience.

Medium-sized Public Library
(Serving a population of from 25,000 to 99,999)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=33 Range=$18,891 to $29,235	23,452	22,312	23,501	24,558
Great Lakes & Plains N=36 Range=$18,443 to $28,718	21,795	19,564	20,931	23,935
Southeast N=10 Range=$15,500 to $25,000	20,484	18,000	21,019	21,984
West & Southwest N=18 Range=$18,000 to $30,837	22,073	19,801	20,736	21,816
All Regions N=97 Range=$15,500 to $30,837	22,275	20,020	21,800	24,468

Large Public Library
(Serving a population of 100,000 or more)

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=63 Range=$18,097 to $26,634	23,581	22,000	24,758	24,897
Great Lakes & Plains N=42 Range=$16,500 to $29,216	22,026	20,496	22,148	23,278
Southeast N=34 Range=$17,086 to $24,950	21,467	18,928	21,346	24,950
West & Southwest N=43 Range=$18,054 to $31,242	23,047	21,091	22,500	24,835
All Regions N=182 Range=$16,500 to $31,242	22,701	20,556	22,587	24,897

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Beginning Librarian (Page 2 of 3)

Full-time staff member with a master's degree in library science, but no professional experience.

2-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=3 Range=$22,500 to $38,886	29,110	22,500	25,945	38,886
Great Lakes & Plains N=1 Range=$17,000 to $17,000	17,000	17,000	17,000	17,000
Southeast N=4 Range=$21,400 to $37,405	30,981	25,843	32,560	36,119
West & Southwest N=6 Range=$24,982 to $43,333	32,483	26,531	30,400	39,250
All Regions N=14 Range=$17,000 to $43,333	30,225	24,982	29,543	37,405

4-Year College

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=7 Range=$16,909 to $30,000	21,658	18,000	20,000	25,000
Great Lakes & Plains N=9 Range=$18,000 to $33,000	23,770	21,000	23,200	26,500
Southeast N=8 Range=$18,000 to $24,500	20,969	19,250	21,450	21,925
West & Southwest N=6 Range=$20,000 to $27,000	22,394	20,000	21,550	24,267
All Regions N=30 Range=$16,909 to $33,000	22,255	20,000	21,450	24,333

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

Beginning Librarian (Page 3 of 3)

Full-time staff member with a master's degree in library science, but no professional experience.

University

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=24 Range=$19,500 to $53,095	25,205	22,250	24,000	26,000
Great Lakes & Plains N=42 Range=$19,000 to $30,960	23,055	22,000	23,000	23,500
Southeast N=34 Range=$18,990 to $30,200	21,586	20,000	21,000	23,000
West & Southwest N=32 Range=$18,007 to $38,500	23,228	20,020	21,000	25,107
All Regions N=132 Range=$18,007 to $53,095	23,110	20,844	22,000	24,000

All Academic and Public Libraries

	Mean	First Quartile	Median	Third Quartile
North Atlantic N=130 Range=$16,909 to $53,095	23,872	22,000	23,968	25,100
Great Lakes & Plains N=130 Range=$16,500 to $33,000	22,377	20,496	22,013	23,869
Southeast N=90 Range=$15,500 to $37,405	21,782	19,500	21,400	23,890
West & Southwest N=105 Range=$18,000 to $43,333	23,437	20,500	22,194	25,566
All Regions N=455 Range=$15,500 to $53,095	22,931	20,496	22,383	24,897

Source: ALA SURVEY OF LIBRARIAN SALARIES, 1990

3

Discussion

GENERAL COMMENTS ON RESULTS

People interested in a particular type of library or a particular type of work, or a particular region will have their own way of drawing conclusions from the results of this survey. However, the results may be summarized in a very general way by observing mean salaries paid to particular positions, mean salaries paid by particular types of libraries, or mean salaries paid in particular parts of the U.S.

Salaries by Position

The seven positions are shown in rank order by mean of salaries paid on Table 1. The positions are in the 1990 order with an asterisk marking two positions that were in a different rank order in 1989. Two additional columns are also given: a column showing the dollar amount of change from 1989 to 1990 and a column indicating the percent of change.

Table 1. Rank Order of Position Titles by Mean of Salaries Paid

Title	90 Salary	89 Salary	Difference	
			Amt	%
Director	44,495	43,623	872	2.0
Deputy/Associate/Assistant Director	41,445	40,054	1,391	3.5
Department Head/Branch Head	34,248	32,780*	1,468	4.5
Collection Development Librarian/ Subject Bibliographer	33,357	32,853*	504	1.5
Cataloger and/or Classifier	30,268	28,577	1,691	5.9
Reference/Information Librarian	29,999	28,227	1,772	6.2
Children's and/or Young Adult Services Librarian	27,669	26,008	1,661	6.4

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1990

* = different order in 1989

The average of the percentage increase over the past year is 4.3 percent--slightly below the increase in comparable occupations reported by the U.S. Bureau of Labor Statistics in the April 1990 Monthly Labor Review. A table entitled "Employment Cost Index, wages and salaries by occupation and industry group" shows that civilian workers consisting of private industry, state and local government, but excluding farm, household, and federal government workers, received an average 4.4 percent increase in 1989 over the previous year. White collar workers received an average increase of 4.9 percent in 1989.

The percentage increases for 1990 librarian salaries were less than in 1989, when they varied from 9 to 15 percent depending on position. Last year's report noted that those increases were unusual given modest increases in the Labor Department's figures for comparable occupations. The increases from 1989 to 1990 may be more realistic, especially since the average of the increases (4.3%) is only slightly below the cost of living increase of 4.6 percent for the period.

Salaries by Type of Library

When one considers salaries by type of library it is useful to separate positions into three groups: the administrative positions found in all types of libraries (Director, Deputy/Associate/Assistant Director, Department Head/Branch Head) and the other three positions found in all libraries: (Reference/Information Librarian, Cataloger and/or Classifier, and Collection Development Librarian/Subject Bibliographer); and the one position found primarily in public libraries (Children's and/or Young Adult Services Librarian).

The mean of salaries paid is highest in large public libraries for Director and lowest in medium-sized public libraries. For Deputy/Associate/Assistant Director and Department Head/Branch Head, the mean is highest in university libraries. For Deputy/Associate/Assistant Director, the mean is lowest in 4-year colleges. For Department Head/Branch Head, it is lowest in medium-sized public libraries. For the other three common positions, the mean is highest in 2-year colleges, lowest in medium-sized public libraries for catalogers and lowest in 4-year colleges for the other two positions. For the position found only in public libraries--Children's and/or Young Adult Services Librarian--the mean of salaries paid is higher in large public libraries.

Salaries by Region of the U.S.

In order to determine which region has the highest salaries, we analyzed the seven positions and the five library size/type categories. When the region with the highest mean salary was marked for each position in each size/type category, West and Southwest was checked 62.5 percent of the time and North Atlantic was checked 34.3 percent of the time. Great Lakes and Plains was highest once and Southeast was never highest. The lowest mean salary was in the Southeast 93 percent of the time. This pattern is similar to what has been observed in all previous surveys in this series.

COMPLICATING FACTORS

When designing this survey eight years ago, we were aware that several aspects of the patterns of employment in libraries would complicate our efforts. As we talked with respondents and users of the reports over the years, we gained additional insights into several factors which should be taken into consideration when using these results.

The Meaning of "Full-Time"

The questionnaire asked about salaries for full-time positions only, but full-time was not defined. There are at least two problems in this area: How many months in a year is full-time? How do you report people who work full-time in the library but part-time at one job and part-time at another?

The months in a year problem primarily affects academic libraries where librarians sometimes have academic year contracts for less than twelve months. In this survey, respondents are asked to indicate the number of months a salary covers and the computer calculated twelve months at the same rate. Appendix G shows how often less-than-twelve-month salaries occur.

Another complication related to the issue of "full-time" is the fact that one librarian may fill more than one position. For example: a public librarian may work part-time as a children's librarian and part-time as a cataloger; an academic librarian may be a reference librarian as well as a department head (of reference department). Survey instructions told the respondent:

> If a staff member works full-time but performs duties of more than one position, list him or her as incumbent in the position which you consider his or her major responsibility. List each staff member only once.

The Meaning of "Professional"

As noted earlier, the word "professional" was not defined, but each position was described in such a way that professional responsibility was clearly implied. Instructions told the respondent to list all incumbents in these positions "regardless of academic credentials." We decided to accept the judgment of the respondent that the salaries reported were for professional work but found out, when we called about low salaries (see below), that some respondents had doubts about whether a particular incumbent could be described as "professional." When such doubts were expressed we asked the respondent to make a decision based on the definitions in ALA's statement on "Library Education and Personnel Utilization." (See Appendix B, Policy 54.1, Section 8)

The questionnaire also requested another type of information which helped to ensure that only salaries for professional positions were included in this report. Following each position title and description was a line for "Position Title (if different from above)." When screening revealed such titles as "secretary," "library assistant" or "technical assistant" on that line, the salary information was not used.

Salaries Below $16,000

In previous years this report has described the methodology used to determine the cut-off point below which salaries were dropped as probably not being for full-time, professional work. The cut-off point for the 1990 survey was $16,000. Of the 12,887 salaries initially entered into the file, 90 were below $16,000 (less than 1%). One of the authors conducted telephone interviews with directors at the 54 libraries involved and learned that 64 of the 90 salaries were not for full-time, professional work. Those salaries were dropped from the file used for the report, leaving a total of 12,823 salaries. The dropped salaries had been reported primarily because the respondent overlooked the request for full-time incumbents or confused "professional" with "supervisory." In most cases the director had not originally completed the form but had assigned the responsibility to someone else.

Twenty-nine salaries less than or equal to $16,000 did remain in the file. Twenty-five of those were in a public library and 21 of the 25 were in a medium-sized public library. Fifteen (52%) of the salaries less than or equal to $16,000 were reported by libraries in southern states. In many cases the director was regretful that such a low salary was paid for full-time, professional work but was unable to do anything about it due to local circumstances.

Job Levels or Faculty Ranks

The wording of this questionnaire is based on an assumption that librarians are compensated at a particular amount for doing a particular job (e.g., reference). However, in many libraries that is not true. Some libraries use a system of levels in their compensation structure (e.g., Librarian I, II, III, IV) to account for the background a person brings to a job and the amount of responsibility it entails. Compensation is based on level, not on the type of work done as defined by our position descriptions. Some academic libraries pay salaries based on faculty rank rather than work done. In many academic libraries where librarians have faculty rank and titles they are compensated as Instructor, Assistant Professor, Associate Professor or Professor and not as any one of the position titles on our questionnaire. We did not attempt to account for this variety within the structure of our questionnaire. Respondents in many libraries were able to complete the questionnaire even though they used levels or ranks. However, several were simply unable to do so.

Several respondents and reviewers of this report have recommended in the past that we collect salary data for librarian levels or ranks. We have considered this seriously, but concluded that it would be at least as confusing as the current method due to the fact that levels and ranks mean different things in different libraries.

Longevity Pay

Some large public libraries were unable to report exact salaries for each position due to the large number of incumbents and the small amount of time available. In several such cases, respondents reported the number of incumbents for a position that were in a specific range on the salary schedule and we used the midpoint of that range for the appropriate number of incumbents. While reasonable in a national study that reports summary statistics, this procedure does not take into account longevity pay which is related to individual tenure and not to a point on the salary schedule. Thus some incumbents may be earning more than is reported here.

Union Contracts

Another factor primarily effecting public libraries is the status of union contract negotiation. Several respondents added notes to their questionnaire or called us to report that negotiations were in process for increases to current salaries that would be retroactive to January 1, 1990. In several cases, the increases did come through before we closed the file for the report and we increased the figures accordingly. Because that did not always happen, however, salaries reported here may be lower than what is actually paid.

Appendix A

SALARY SURVEYS PROVIDING INFORMATION ON LIBRARY WORKERS

Most library salary surveys listed below are conducted on a regular schedule (annual or biennial) and on a regional or national basis. The library literature should be monitored for reports of one-time surveys by individual libraries or associations. Some state library agencies collect salary and benefits data as part of their ongoing statistical gathering efforts from libraries within their own state. There is wide variation, however, in what data are collected and how these are compiled and reported. Most collect only public library data. Academic and school library data may be collected by other state agencies.

In addition, some state library associations collect salary data, issue recommended salary guidelines, set minimum salaries for professional positions, or publish reports in association journals or newsletters. As of April 1990, nineteen states had established recommended minimum salaries. These include: Connecticut, Indiana, Iowa, Kansas, Louisiana, Maine, Massachusetts, New Jersey, New York, North Carolina, Ohio, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Vermont, West Virginia, and Wisconsin. Specific amounts are not listed here because these are regularly updated by the associations. The latest figures can be found in the most recent classified section of American Libraries or College & Research Libraries News. A list of state library agency and association addresses can be found in The Bowker Annual of Library and Book Trade Information.

Individual libraries will sometimes conduct private surveys of institutions of comparable size or in the same geographical area, either through an outside consulting firm or by calling libraries informally. For the most part, these surveys are not published, although the initiating library will often share results with participating libraries. Some librarians are also conducting surveys that compare their salaries with other professions and occupations within their jurisdiction in an effort to achieve pay equity with positions requiring comparable skills, effort, responsibilities and working conditions.

Academic Libraries

Association of Research Libraries. ARL Annual Salary Survey. Washington, D.C.: ARL.

The annual survey shows the number of filled positions, average years of experience, and average, median and beginning salaries for professional positions in all ARL libraries. In addition, tables present the number of staff, average salaries, and years of experience for 27 position categories and display findings on the present incumbents of these positions by sex and minority group membership, and by geographical location, size, and type of institution. Salaries for staff in law and medical libraries are presented in two separate series of tables. Salary data for staff in Canadian university libraries are also displayed in Canadian dollars.

Order from ARL, 1527 New Hampshire Ave., NW, Washington, D.C. 20036, 202/232-2466. The 1989 survey, published in December 1989, corrected edition issued March 1990, is available for $20/ARL members or $60/nonmembers.

College and University Personnel Association. Administrative Compensation Survey Report. Washington, D.C.: CUPA.

Annual survey collects data on 167 college and university administrative positions by type and size of institution from 1,390 public and private institutions. Directors of library services are included, as well as circulation, acquisitions, reference, technical and public services librarians.

The survey is available from CUPA, 1233 20th St., NW, Suite 503, Washington, D.C. 20036, 202/429-0311; $65 for association members, $160 for non-members/survey participants and $285 for non-members/survey non-participants.

American Library Association. Association of College and Research Libraries. New England Chapter. Salary Survey of New England College Libraries. Chicago: ALA.

The New England Chapter publishes this survey, begun in 1986-87, on an annual basis. Included are four year undergraduate institutions in the six New England states. Overall average, median and beginning salaries are given for individual institutions and average salaries are given for 24 positions and by size of institution for 4 categories of staff. 1987-88 edition $5. Make check payable to ACRL/NEC Chapter. Contact Susan Baughman, University Librarian, Clark University, 950 Main St., Worcester, MA 01610.

Public Libraries

American Library Association. Public Library Association. Public Library Data Service Statistical Report. Chicago: PLA.

Information includes library-specific salaries for directors and beginning librarians for most public libraries serving 100,000 or more and for many smaller libraries, as well as basic library statistics. (Replaces statistical reports of the Urban Libraries Council and the Allen County, Indiana biennial report of statistics of public libraries serving 100,000.) The 1990 edition is available from ALA Order Services, 50 E. Huron St., Chicago, IL 60611, 312/944-6780 for $40 with the usual discounts for PLA and ALA members.

International City Management Association. "Salaries of Municipal Officials" in Municipal Year Book. Washington, D.C.: ICMA.

Chief librarian salaries for public libraries are included with earnings of other city department heads. These are reported by geographic region, population size, city type (i.e., central, suburban, independent) and form of government. The mean, median, and first and third quartiles are included for libraries serving ten different population groups ranging from under 2,500 to over 1,000,000.

The Municipal Year Book is usually published in April or May of each year and includes salary data for previous year. For details, contact ICMA, 777 N. Capitol St., Suite 500, Washington, D.C. 20002, 202/289-4262.

Library salary data from the Municipal Year Book 1989 is summarized by Mary Jo Lynch and published in "Salaries of Library Directors," Public Libraries 29 (May/June 1990).

Mempnis-Shelby County Public Library and Information Center. Statistics of Southern Public Libraries. Memphis, Tenn.

Annual survey of libraries with budgets of $700,000 or more in the southeastern and southwestern states gives salary information for individual libraries for chief librarian, assistant librarian, department head, beginning professional and two support staff positions. Contact Memphis Public Library, 1850 Peabody Ave., Memphis, TN 38104, 901/725-8855.

Sandstedt, Carl R. Salary Survey: West-North-Central States. St. Peters, Mo.: St. Charles City-County Library.

Annual survey provides data for directors, assistant directors, department heads, starting MLS, and several support positions for public libraries in West-North-Central States (North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, Missouri). Average salaries are presented by size of library budget. Also includes per FTE costs, per capita support, per capita materials budget.

Usually available in April for current calendar year. Send $2.00 for first copy, $1.00 per additional copy to Salary Survey, St. Charles City-County Library, 425 Spencer Rd., Box 529, St. Peters, MO 63376, 314/441-2300.

School Libraries

Educational Research Service, Inc. National Survey of Salaries and Wages in Public Schools. Arlington, Va.: ERS.

Since 1974-75, ERS has published an annual report of salaries for public school personnel, which includes data for school librarians and library clerks. Usually published in three volumes, the report covers scheduled salaries for professional personnel and actual salaries paid for professional and support personnel by enrollment group, per pupil expenditure, and geographic region.

The 1989-90 report, published in 1990, costs $42 for each of the three volumes; available from ERS, 2000 Clarendon Blvd., Arlington, VA 22201, 703/243-2100.

Miller, Marilyn L., and Moran, Barbara. "Expenditures for Resources in School Library Media Centers," School Library Journal.

As part of a report every two years on budgets for and expenditures by school library media centers, some median and mean salary data for media specialists are reported by level of school. Included are comparisons of schools with and without district level library media coordinators. June 1989 issue has latest data.

National Education Association. Estimates of School Statistics. Washington, D.C.: NEA.

Annual statistical data for the 50 states and District of Columbia includes estimated average annual salaries of total instructional staff and of classroom teachers by state and region. Librarian data are not given separately, however, but grouped with teachers, principals, supervisors, guidance and psychological personnel and related instructional workers.

The annual compilation is usually available each spring. The 1988-89 report, published in 1989, is available for $14.95 for non-NEA members. Contact NEA Professional Library, PO Box 509, West Haven, CT 06516, 203/934-2669.

Special Libraries

American Association of Law Libraries. Survey of Private Law Libraries. Chicago: AALL.

The survey provides salary data for a variety of administrative and support staff positions and by functional areas, years of experience, size of library, and geographical region. Some benefits information is included.

1988 survey report available for $150 from AALL, 53 W. Jackson Blvd., Suite 940, Chicago, IL 60604, 312/939-4764. Second edition with 1989 data available for $125 from Atman & Weil, PO Box 472, Ardmore, PA 19003. The frequency of future surveys is still under consideration.

American Bar Association. Statistical Survey of Law School Libraries and Librarians. Office of Consultant on Legal Education.

Annual survey based on questionnaire by the American Bar Association to 175 law school libraries. Salary data are a small part of other statistics gathered. Includes median and average salaries of full time professional law librarians and support staff by school. Full report for $35 from the Assistant Consultant on Legal Education to the American Bar Association, Indiana University School of Law-Indianapolis, 735 W. New York Street, Indianapolis, IN 46202, 317/274-1940.

Association of Academic Health Sciences Library Directors. Annual Statistics of Medical School Libraries in the United States and Canada. Houston, Texas.

Salaries are provided for director, associate director, division head, department head, other librarians, and entry level positions. Minimum, maximum and mean are provided for the positions and arranged by region.

Salary data for 1989-90 are included in the 12th edition, 1988-89. It is available at a cost of $40 for members of the Association of Academic Health Sciences Library Directors and $85 for nonmembers. This edition and previous editions may be ordered by contacting Ann Fenner, AAHSLD, 1133 M.D. Anderson Blvd., Houston, TX 77030, 713/790-7060.

Medical Library Association. "MLA Salary Survey." Chicago: MLA.

Triennial survey data cover geographic area, position level, type of institution, years of experience, education, primary area of responsibility, benefits, and other information.

The 1989 MLA member salary survey is available at a cost of $21.00 for members; $27.00 for non-members from MLA, 6 N. Michigan Ave., Suite 300, Chicago, IL 60602, 312/419-9094. The 1986 edition is available in limited quantities from MLA.

Special Libraries Association. "SLA Triennial Salary Survey." Washington, D.C.: SLA.

Since 1967, SLA has conducted an in-depth salary survey of members every three years. As of 1990, the in-depth survey will be conducted every two years. Results are now issued as separate publications. Salaries are reported at the 25th, 50th (median) and 75th percentiles and contain breakdowns by industry, geographic region, administrative responsibility, sex, education level, and experience. Data for the U.S. and Canada are presented in separate tables. Annual updates, using a random sampling of 25 percent of the membership and an abbreviated questionnaire, were started in 1977 and are used in years between the now biennial surveys. The results of the updates are published in Special Libraries.

The survey data collected in 1988 was published in 1989 and sells for $25. The biennial survey data collected in 1990 will be available late in that year. Contact Special Libraries Association, 1700 18th St., N.W., Washington, D.C. 20009, 202/234-4700.

State Library Agencies

Council of State Governments. "COSLA/CSG Survey--Table 1 - Salary Data: State Library Agencies." Lexington, Ky.: CSG.

The annual survey of salary data for state library agencies compiled earlier by the Association of Specialized and Cooperative Library Agencies now is carried out by the Council of State Governments for the Chief Officers of State Library Agencies (COSLA). Included is information on the salary for each state for a variety of positions: state librarian, assistant director, director of reference or reader services, coordinator of LSCA/ESEA titles, senior supervisors or chief consultants, consultants, specialists, and beginning professionals.

To order, contact the Council of State Governments, Center for Management and Administration, Ironworks Pike, PO Box 11910, Lexington, KY 40578, 606/231-1869.

Other

Association for Library and Information Science Education. Library and Information Science Education Statistical Report. Sarasota, Fl.: ALISE, 1980-.

Average and median salaries for faculty and administrators in ALISE member schools are provided in this annual report by sex, rank and term of appointment.

Back issues (1981-) of the report are available from ALISE, 5623 Palm Aire Dr., Sarasota, FL 34243, 813/355-1795 for $15 each plus postage and handling: $2.00 U.S. or $4.00 foreign. Current issue is $30.00 plus postage and handling. Annual report usually published in the summer.

College and University Personnel Association. National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities. Washington, D.C.: CUPA.

College and University Personnel Association. National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities. Washington, D.C.: CUPA.

Annual surveys collect data for five faculty ranks in 54 disciplines and major fields. A total of 279 state and 460 private institutions participated in the study. Communications, Communication Technologies, Computer Information Sciences, and Library and Archival Sciences are included. The listings are for those who teach in library science programs, not those who hold faculty rank as academic librarians. Faculty Salary Surveys are each $20 for association members, $30 for non-members/survey participants and $60 for non-members/survey non-participants from CUPA, 1233 20th St., NW, Suite 503, Washington, D.C. 20036, 202/429-0311.

Learmont, Carol L., and Van Houten, Stephen. "Placements and Salaries." Library Journal. Annual.

Annual survey since 1951 of recent graduates of ALA-accredited library education programs (usually published in a late summer or fall issue of Library Journal with data from previous calendar year.) For each reporting school, the low, high, average and median salaries are reported for men, women, and total placements. This information is also provided for five regions of the U.S. and Canada. Additional tables show the distribution of high and low salaries by type of library for men and women, the effect of experience on beginning salaries, and comparison of salaries by type of library. The latest listing, "Placements and Salaries 1988: The Demand Increases" was published in Library Journal, October 15, 1989, pp. 37-44.

Employee Benefits

Although some states collect data on employee benefits, little information is collected on a regional or national level on a regular basis for library workers.

HBW Associates, Inc. Public Library Work Benefits Survey. Dallas, Tex.: 1989.

Results of a survey of 75 public libraries in 1989 provides salary ranges and average salaries for 5 staff levels, plus data on vacation days, holidays, sick leave, leave of absence, pension plans, health and life insurance, and other benefits. Available for $47.95, single copy and $80.00 for two copies, from HBW Associates, Inc., P.O. Box

191487, Dallas, TX 75219-1487.

Salary Surveys for Other Library Workers and Related Information Professionals

For salary data on support staff or professional/specialist positions other than librarians, the following surveys are suggested as a start.

U.S. Department of Labor, Bureau of Labor Statistics Area Wage Surveys. Each year surveys are done in over eighty standard metropolitan areas. The surveys concentrate on clerical and manual labor occupations; however, these will be useful as a source of pay data for clerical positions. Specifies average workweek and mean, median, and middle pay rates, as well as vacation benefits, insurance and pension plans, and shift differential information.

The Bureau also publishes annual surveys of professional, administrative, technical and clerical positions. Primary fields covered are accounting, law, personnel management, engineering, chemistry, retail, clerical supervisory, drafting and clerical. These surveys may provide useful data on non-librarian professional or specialist positions and on clerical positions. The National Survey of Professional, Administrative, Technical, and Clerical Pay, 1989 is available as Bulletin 2347 for $6.00 from the Superintendent of Documents, GPO, Washington, D.C. 20402.

The Administrative Management Society, 4622 Street Rd., Trevose, PA 19047, 215/953-1040 conducts annual surveys of clerical, professional, data processing and middle management jobs. The Office, Professional and Data Processing Survey sells for $250, and the Management Survey sells for $150. Both may be ordered for $375.

Society for Human Resource Management, formerly the American Society for Personnel Administration, 606 N. Washington Street, Alexandria, VA 22314 conducts an annual salary survey of human resource management professionals with Mercer-Meidinger-Hansen, Inc. (1417 Lake Cook Rd., Deerfield, IL 60015) who holds the copyright.

Abbott, Langer and Associates, 548 First St., Crete, IL 60417 conducts annual salary surveys for the following fields: legal and related jobs in business and industry; service department; nonprofit organizations; research and development; manufacturing; security/loss prevention; MIS/data processing; accounting/financial jobs; sales/marketing management; personnel/industrial relations; and inexperienced college graduates.

The Compensation in Nonprofit Organizations report contains information on salaries of Directors of Information with this type of employer. Mean, median, 1st & 3rd quartile, and 1st & 9th decile data, salary ranges, current salaries, and total compensation (salaries plus bonuses) are reported by length of experience, level of education, supervisory responsibility, type of nonprofit organization, total annual budget, geographic scope of organization, number of employees, region, state, and metropolitan area.

Annotations of over 1,000 salary surveys, both domestic and foreign, can be found in Available Pay Survey Reports: An Annotated Bibliography (3rd ed.) by Dr. Steven Langer (1988). Annotations are indexed by source, geographic area, type of employer, and job title/function/college curricula. (Available from Abbott, Langer & Associates, 548 First St., Crete, IL 60417.)

Datamation publishes an annual salary survey of computer and information systems personnel in the October 1 issue. This reports on average salaries for positions in systems analysis, programming, database administration, data entry, office automation, and computer operations, by industry and metropolitan regions.

The Public Relations Journal publishes an annual survey of public relations personnel in its June issue.

Appendix B

ALA POLICIES RELATING TO SALARY ISSUES

The following are policies endorsed by the ALA Council and included in the "ALA Policy Manual" which appears annually in the ALA Handbook of Organization.

Policy #54.1 Library Education and Personnel Utilization

Sec. 8 The title "Librarian" carries with it the connotation of "professional" in the sense that professional tasks are those which require a special background and education on the basis of which library needs are identified, problems are analyzed, goals are set, and original and creative solutions are formulated for them, integrating theory into practice, and planning, organizing, communicating, and administering successful programs of service to users of the library's materials and services. In defining services to users, the professional person recognizes potential users as well as current ones, and designs services which will reach all who could benefit from them.

Sec. 9 The title "Librarian" therefore should be used only to designate positions in libraries which utilize the qualifications and impose the responsibilities suggested above. Positions which are primarily devoted to the routine application of established rules and techniques, however useful and essential to the effective operation of a library's ongoing services, should not carry the word "Librarian" in the job title.

Sec. 11 The salaries for each (personnel) category should offer a range of promotional steps sufficient to permit a career-in-rank. The top salary in any category should overlap the beginning salary in the next higher category, in order to give recognition to the value of experience and knowledge gained on the job.

Sec. 19 Administrative responsibilities entail advanced knowledge and skills comparable to those represented by any other high-level specialty, and appointment to positions in top administration should normally require the qualifications of a Senior Librarian with a specialization in administration. This category, however, is not limited to administrators, whose specialty is only one of several specializations of value to the library service. There are many areas of special knowledge within librarianship which are equally important and to which equal recognition in prestige and salary should be given. Highly qualified persons with specialist responsibilities in some aspects of librarianship--archives, bibliography, reference, for example--should be eligible for advanced status and financial rewards without being forced to abandon for administrative responsibilities their areas of major competence.

Policy #54.4 Comparable Rewards

The American Library Association supports salary administration which gives reasonable and comparable recognition to positions having administrative, technical, subject, and linguistic requirements. It is recognized that all such specialist competencies can be intellectually vigorous and meet demanding professional operational needs. In administering such a policy, it can be a useful guide that, in major libraries, as many nonadministrative specialities be assigned to the top classifications as are

administrative staff. Whenever possible there should be as many at the top rank with less than 30 percent administrative load as there are at the highest rank carrying over 70 percent administrative load.

Policy #54.7 Security of Employment for Library Employees

Security of employment, as an elementary right, guarantees specifically.....a sufficient degree of economic security to make employment in the library attractive to men and women of ability.

Policy #54.8 The Library's Pay Plan

Libraries should have a well-constructed and well-administered pay plan based on systematic analysis and evaluation of jobs in the library and which will assure equal pay for equal work. (Note: For text of full statement, see section following listing of policies.)

Policy #54.9 Permanent Part-Time Employment

The right to earn a living includes a right to part-time employment on a par with full-time employment, including prorated pay and fringe benefits, opportunity for advancement and protection of tenure, access to middle and upper level jobs, and exercise of full responsibilities at any level.

ALA shall create more voluntarily chosen upgraded permanent part-time jobs in its own organization and supports similar action on the part of all libraries.

Policy #54.10 Equal Opportunity and Salaries

The American Library Association supports and works for the achievement of equal salaries and opportunity for employment and promotion for men and women.

The Association fully supports the concept of comparable wages for comparable work that aims at levels of pay for female-oriented occupations equal to those of male-oriented occupations; ALA therefore supports all legal and legislative efforts to achieve wages for library workers commensurate with wages in other occupations with similar qualifications, training, and responsibilities.

ALA particularly supports the efforts of those library workers who have documented, and are legally challenging, the practice of discriminatory salaries, and whose success will benefit all library workers throughout the nation.

Policy #54.11 Collective Bargaining

The American Library Association recognizes the principle of collective bargaining as one of the methods of conducting labor-management relations used by private and public institutions. The Association affirms the right of eligible library employees to organize and bargain collectively with their employees, or to refrain from organizing and bargaining collectively, without fear of reprisal.

Policy #54.18 Advertising Salary Ranges

Salary ranges shall be given for positions listed in any placement services provided by ALA and its units. A regional salary guide delineating the latest minimum salary figures recommended by state library associations shall be made available from any placement services provided by ALA and its units.

All ALA and unit publications printing classified job advertisements shall list the salary ranges established for open positions and shall include a regional salary guide delineating the latest minimum salary figures recommended by state library associations for library positions.

Full Text of Policy # 54.8: The Library's Pay Plan*

The American Library Association believes that an important factor in establishing and maintaining good library service is adequate pay for library employees as exemplified in a well-constructed and well-administered pay plan. A knowledge of the principles on which sound salary administration is based must be the foundation of an equitable pay plan. To aid the library's governing board, its administration, and its staff in the formulation, promulgation, and operation of such a pay plan, the ALA Board on Personnel Administration sets forth in a series of related statements the principles of salary planning and administration.

1. A sound pay plan will be predicated on a systematic analysis and evaluation of jobs in the library, and will reflect the current organization and objectives of the library, recognizing different levels of difficulty and responsibility inherent in various positions, whether these are classifed as professional, nonprofessional, administrative, specialist, maintenance, or trade; the relationship among positions in terms of difficulty and responsibility will thus be expressed in a unified plan which will integrate all types of service and will assure equal pay for equal work.

2. An equitable salary schedule will be provided for each class of position which is comparable to that received by persons employed in analogous work in the area and required to have analogous training and qualifications.

   The salaries of nonprofessional employees, maintenance and skilled trade workers employed by the library system will compare with those of local workers performing similar duties. The salary schedules for professional library positions, in the case of the community where the pay scale does not meet competing rates outside, may need to exceed the prevailing local level for other professional personnel. Since the recruiting of professionally trained librarians is on a nation-wide basis, the library system must compete with rates paid in the country as a whole in order to obtain and retain a high quality of professional personnel. In libraries in educational institutions (elementary, secondary, and higher education) the professional librarians will normally be on the faculty pay plan, with the salary schedules of the various classes of faculty rank adjusted to compensate equitably for such factors as shorter vacations and longer work week; where a separate pay plan is used, it will be comparable

with that of the faculty and adjusted to compensate equitably for such factors as vacation and work week.

3. An equitable salary schedule will provide for each class of position a minimum and a maximum salary and a series of increments within each salary range, such increments to be granted on the basis of demonstrated competence, individual development (whether through growth on the job or through formal education), and attitude.

4. The library system in developing a pay plan, and in reviewing it to maintain its adequacy, will identify one or more key positions in the professional and in the other services, set salary schedules for these positions which are comparable to prevailing rates for such positions, and develop and adjust the salary schedule for other levels of positions in relation to the salary schedules set for each of these key positions.

5. The pay plan ladder consisting of the salary schedules for the various classes of positions will provide an orderly progression from the lowest to the highest schedule, with each schedule reflecting properly the difference in level of duties and responsibilities of positions in that classification from those in the schedule below and above it but without wide gaps or serious overlapping between schedules.

6. An equitable pay plan will reflect living costs in the community, the cost of maintaining an appropriate level of living, and the ability of the jurisdiction to pay for the service.

7. All policies and rules concerning the operation and administration of the pay plan will be set forth clearly in writing and will accompany the pay plan.

8. Though final approval and adoption of the pay plan and rules for its operation rest with the governing board and administration of the library, it is desirable that the library staff participates in the formulation of both the plan and its operating rules.

9. Each staff member will be informed of the salary schedule for his or her class of position, of the relation of that schedule to the pay plan as a whole, and of the policies and rules governing the operation of the plan.

The current studies of the ALA Board on Personnel Administration giving salary data for key positions will provide useful material for the library system in developing and maintaining the adequacy of its pay plan.

---

*Note: This policy was passed by the ALA Council in July 1955. It still remains a useful statement regarding the administration of a library's pay plan. Readers should note, however, that the references to the Board on Personnel Administration are not applicable since this unit is no longer in existence.

Appendix C

SELECTED BIBLIOGRAPHY ON COMPENSATION AND EMPLOYEE BENEFITS

Compiled by the
ALA Office for Library Personnel Resources

Note: The earlier editions of ALA Survey of Librarian Salaries contained selected citations on compensation that readers may wish to consult since many of these references are still useful. Items listed below have been published since the previous listings were compiled.

Bowen, Christopher F. "Developing A Compensation System: The Experience of the Downers Grove Public Library." Library Trends 38: 127-142 (Summer 1989).

Budd, John M. "The Reward is In the Doing: Public Libraries and Salaries." Public Libraries 28: 34-38 (January/February 1989).

College and University Personnel Association. Group Benefits Survey Report. Wasnington, D.C.: CUPA, 1989.

Dresser, Sandy Grogan. "Employee Benefits: A La Carte." Association Management 41: 73-81 (April 1989).

Duda, Frederick. "Compensation Management." In Personnel Administration in Libraries, 2d ed., ed. by Sheila Creth and Frederick Duda, pp. 221-246. New York: Neal-Schuman, 1989.

Duda, Frederick. "Developing Compensation Systems in Academic Libraries." Library Trends 38: 103-126 (Summer 1989).

Getz, Malcolm. "Fringe Benefits." Bottom Line 3, no. 2: 39-42.

Goddard, Robert E. "How to Reward the '80s Employee." Public Management 71: 7-10 (April 1989).

Iseri, Betty A. and Cangemi, Robert R. "Flexible Benefits: A Growing Option." Personnel 67: 30-32 (March 1990).

Keister, Stephen D. and Keister, Lekha G. "Faculty Compensation and the Cost of Living in American Higher Education." Journal of Higher Education 60: 458-474 (July/August 1989).

Kemp, Donna R. "Major Unions and Collectively Bargained Fringe Benefits." Public Personnel Management 18: 505-510 (Winter 1989).

Lawther, Wendell C. et al. "Implications of Salary Structure and Merit Pay in the Fifty American States." Review of Public Personnel Administration 9: 1-14 (Spring 1989).

Matzer, John, Jr. Pay and Benefits: New Ideas for Local Government. Washington, D.C.: International City Management Association, 1988.

McGinty, Robert L. "Merit Pay Plans: Are They Truly Tied to Performance?" Compensation and Benefits Review 21: 12-16 (September/October 1989).

Meng, George J. "Link Pay to Job Evaluation." Personnel Journal 69: 98-104 (March 1990).

National Committee on Pay Equity. Pay Equity Activity in the Public Sector, 1979-1989. Washington, D.C.: NCPE, 1989.

Robson, John and Stussy, Susan A. "Benefits Received by College Librarians." College & Research Libraries 50: 832-834 (October 1989).

Stelluto, George L. and Klein, Deborah R. "Compensation Trends Into the 21st Century." Monthly Labor Review 113: 38-45 (February 1990).

Welch, Jeanie M. and Dugger, Linda. "Suggested Guidelines for Salary Determination in an Academic Library." Journal of Academic Librarianship 14: 366-371 (January 1989).

Wisdom, Barry L. "Before Implementing a Merit System..." Personnel Administrator 34: 46-49 (October 1989).

Appendix D

TECHNICAL CONSIDERATIONS

Formation of Library Groups

As in previous years, the survey samples were selected from two library universes--public and academic. The public library universe included all public libraries serving populations of 25,000 or more. The public libraries were stratified into two classes--those serving populations of from 25,000 to 99,999 and those serving populations of 100,000 or more.

The academic library universe was stratified into three classes: 2-year college, 4-year college, and university. This stratification was based on the "Highest Level of Offering" categories used by the U. S. National Center for Education Statistics (NCES) in documentation for the latest available tape of the universe of colleges and universities. The first of these three classes represents the NCES category "One but less than four years." (Officials at NCES assured us that the vast majority were two years.) The second represents the NCES category "Four or five year baccalaureate." The third combines four categories: "first professional degree," "master's," "beyond master's but less than doctorate," "doctorate." The NCES tape was used because it contains addresses of institutions which are legally authorized to offer and are offering at least a one-year program of college level studies leading toward a degree.

Within each of these five strata, libraries were further stratified into four geographic areas used frequently by NCES: North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest. A list of states included in each region is provided in Table D-7.

Sample Selection and Return

The public library sample was selected from a tape leased from Market Data Retrieval--a company that specializes in educational mailing lists. This tape included the director's name and a code to indicate the size of population served by the library. For academic libraries, a three-step process was used. First, a tape of "Library Statistics of Colleges and Universities, 1985 Institutional Data," purchased from the National Center for Education Statistics, was used to identify institutions which would be excluded from the survey universe because they had salary and benefit expenditures of less than $50,000. Second, the 642 institutions categorized as "specialized" by the Carnegie Corporation for the Advancement of Teaching in A Classification of Institutions of Higher Education was excluded. This was done because institutions of that type had often declined to respond in the past. The remaining institutions were sampled from the 1988-89 tape of "Institutional Characteristics of Colleges and Universities" using the stratification plan described above.

Procedures used for the 1990 survey were similar to those used for previous surveys. The five library classes and four geographic areas were combined to form twenty groups from which samples were selected. The size of the sample for each type/size/geographic strata was determined by using a proportional sampling procedure that took into account the size of the population in each group and the expected return rate for the survey. Tables I-6 show the size of each group, the size of the sample, and the size of the return.

Table D-1. Medium-Sized Public Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	386	158	41	128	81
Great Lakes and Plains	368	153	42	126	82
Southeast	321	138	43	111	80
West and Southwest	242	106	44	86	81
TOTAL	1317	555	42	451	81

Table D-2. Large Public Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	73	49	67	38	78
Great Lakes and Plains	86	52	60	48	92
Southeast	90	54	60	46	85
West and Southwest	94	59	63	57	97
TOTAL	343	214	62	189	88

Table D-3. 2-Year College Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	135	50	37	42	84
Great Lakes and Plains	156	54	35	45	83
Southeast	193	74	38	58	78
West and Southwest	225	83	37	62	75
TOTAL	709	261	37	207	79

Table D-4. 4-Year College Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	109	46	42	30	65
Great Lakes and Plains	124	46	37	38	83
Southeast	111	46	41	39	85
West and Southwest	26	26	100	23	88
TOTAL	370	164	44	130	79

Table D-5. University Libraries: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	257	96	37	76	79
Great Lakes and Plains	209	79	38	65	82
Southeast	174	66	38	59	89
West and Southwest	188	71	38	59	83
TOTAL	828	312	38	259	83

Table D-6. All Libraries Surveyed: Size of Group, Sample, Return

	Group	Sample		Return	
	#	#	% of group	#	% of sample
North Atlantic	960	399	42	314	79
Great Lakes and Plains	943	384	41	322	84
Southeast	889	378	43	313	83
West and Southwest	775	345	45	287	83
TOTAL	3567	1506	42	1236	82

In addition to the 1,236 returns which were analyzed, we also received 14 returns that came to late to be included and 13 returns that could not be used because they came from either public libraries serving populations of less than 25,000 (11 returns) or system headquarters (2). Those thirteen had been sent because of a flaw in the tape used to select the sample. Another three returns were unusable for various reasons.

We also received 39 refusals. Thirteen libraries declined to respond because they had no full-time professionals (8 public, 5 academic). Six academic libraries refused to respond because of an institutional policy. Five academic libraries refused because librarian salaries were determined by educational credentials and experience, not by position titles on our survey form. Five academic library directors refused because they did not know salaries of others on the staff and preferred not to state their own. Three libraries declined because the library was undergoing major change. Three directors declined because of time constraints. Two declined because all professional salaries were contributed and two declined without giving a reason.

Procedure

The first mailing of the questionnaire and cover letter was done in January, 1990. A postage-paid business reply envelope was enclosed to encourage response. Second and third mailings were sent to non-respondents.

At the Library Research Center (LRC) of the University of Illinois Graduate School of Library and Information Science, returns were screened, edited, entered into a microcomputer file, and analyzed using SPSS/PC+ (the microcomputer version of the Statistical Package for the Social Sciences.)

Table D-7. States in Four Regions of the U.S.

North Atlantic	Great Lakes and Plains	Southeast	West and Southwest
Connecticut	Illinois	Alabama	Alaska
Delaware	Indiana	Arkansas	Arizona
District of Columbia	Iowa	Florida	California
Maine	Kansas	Georgia	Colorado
Maryland	Michigan	Kentucky	Hawaii
Massachusetts	Minnesota	Louisiana	Idaho
New Hampshire	Missouri	Mississippi	Montana
New Jersey	Nebraska	North Carolina	Nevada
New York	North Dakota	South Carolina	New Mexico
Pennsylvania	Ohio	Tennessee	Oklahoma
Rhode Island	South Dakota	Virginia	Oregon
Vermont	Wisconsin	West Virginia	Texas
			Utah
			Washington
			Wyoming

Source: Statistics of Public Libraries, 1977-78 (NCES, 1982)

Appendix E

AMERICAN LIBRARY ASSOCIATION

50 EAST HURON STREET • CHICAGO, ILLINOIS 60611 • (312) 944-6780

January 5, 1990

Dear Colleague:

ALA needs your help in providing information to the library community regarding salaries paid for full-time, professional positions in academic and public libraries of the U.S. Your institution has been selected as part of a random sample of libraries to which the enclosed questionnaire has been sent. Only summary results will be reported; individual responses will not be identified.

ALA expects the results of this survey to be useful to many people in the library community who need to know what salary might be paid to someone in a particular type of library position or in a particular geographical area. This information is potentially useful to librarians applying for positions, to librarians setting salaries, and to many others interested in the compensation of librarians.

ALA collected and published similar information in 1982, 1984, 1986, 1988, and 1989. The latest report, ALA Survey of Librarian Salaries, 1989, was the first of what will now be an annual series.

Because your library is one of a scientifically selected sample, your response is essential to the success of the survey. Because the results are used in determining salaries paid to full-time, professional librarians, it is important that you tell the person who fills in the questionnaire not to report part-time staff or support staff. As an indication of our thanks for your help, participants will be offered a 25% discount on the price of the report.

Please complete the questionnaire and return it in the enclosed self-addressed, postage-paid envelope. Return it as soon as possible, but no later than January 27, 1990. If you have questions about the survey, call Mary Jo Lynch, Director, ALA Office for Research at 800-545-2433 (in Illinois 2444).

Sincerely yours,

Linda F. Crismond

Linda F. Crismond
Executive Director
American Library Association

LFC/lms

Enclosures (2)

Appendix F

AMERICAN LIBRARY ASSOCIATION SURVEY OF LIBRARIAN SALARIES, 1990

PART I. SALARIES PAID TO BEGINNING LIBRARIANS

A. Within the last 12 months has the library hired any full time staff with master's degrees from graduate library education programs accredited by ALA but no professional experience? Circle one

No (if so, skip to Part II) 1
Yes 2

B. What is the annual salary paid such staff? If the library hired more than one person, please list all annual salaries below as of January 1, 1990. If the incumbent works LESS than a 12 month year (including vacation) please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
1	9 / 10	3	9 / 10	5	9 / 10	7	9 / 10
2	9 / 10	4	9 / 10	6	9 / 10	8	9 / 10

DO NOT REPEAT SALARIES OF THESE LIBRARIANS IN PART II.

PART II. SALARIES PAID TO LIBRARIANS IN SELECTED POSITIONS

This section of the questionnaire requests information on annual salaries for selected **professional** library positions. **Professional** positions are those which require a special background and education on the basis of which library needs are identified, problems are analyzed, goals are set, and original and creative solutions are formulated for them, integrating theory into practice, and planning, organizing, communicating, and administering successful programs of service to users of the library's materials and services.

We realize that many libraries have positions that are not included in the questionnaire. Do not include salaries for those positions. Also do not include salaries for part-time or support staff.

Each page in Part II contains descriptions of several specific library positions. If your library has one or more **professional** staff employed **full-time** whose major responsibilities are covered by the position description, please provide the information requested on the form unless the salary was listed in Part I, B. If a staff member works full-time but performs duties of more than one position, list him or her as incumbent in the position that you consider his or her major responsibility. List each **professional** staff member only once and give the full salary paid to the person. All **full-time, professional** incumbents in these positions should be included regardless of the number of months worked in a year.* If the incumbent works LESS than a 12 month year (including vacation), please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

For each position in which you have **professional** staff employed **full-time**, please provide the annual salary of each incumbent as of January 1, 1990 except for those reported in Part I, B. Give actual dollars paid. Do not include fringe benefits. If you need additional space, please use separate sheets of paper or attach a computer printout.

*If services are contributed (i.e., institution pays some expenses or an honorarium but not a true salary), please do not list the incumbent.

POSITION TITLE: Director

POSITION DESCRIPTION: Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

POSITION TITLE: (if different from above)_____

ANNUAL SALARY _____ 9/10

Note: Circle 9 or 10 ONLY if salary is for LESS than a 12 month year (including vacation).

POSITION TITLE: Deputy/Associate/Assistant Director

POSITION DESCRIPTION: Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services, systems/automation).

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
1	_____ 9/10	4	_____ 9/10	7	_____ 9/10	10	_____ 9/10
2	_____ 9/10	5	_____ 9/10	8	_____ 9/10	11	_____ 9/10
3	_____ 9/10	6	_____ 9/10	9	_____ 9/10	12	_____ 9/10

POSITION TITLE: Department Head/Branch Head

POSITION DESCRIPTION: Manages operation of a library unit that is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the main library (e.g., Reference Department, Serials Department, Children's Department).

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
1	_____ 9/10	4	_____ 9/10	7	_____ 9/10	10	_____ 9/10
2	_____ 9/10	5	_____ 9/10	8	_____ 9/10	11	_____ 9/10
3	_____ 9/10	6	_____ 9/10	9	_____ 9/10	12	_____ 9/10

POSITION TITLE: Reference/Information Librarian

POSITION DESCRIPTION: Locates information for library users or helps users find it in print materials, automated databases, or other sources. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collections.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____10	4	_____10	7	_____10	10	_____10
	9		9		9		9
2	_____10	5	_____10	8	_____10	11	_____10
	9		9		9		9
3	_____10	6	_____10	9	_____10	12	_____10

POSITION TITLE: Cataloger and/or Classifier

POSITION DESCRIPTION: Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____10	4	_____10	7	_____10	10	_____10
	9		9		9		9
2	_____10	5	_____10	8	_____10	11	_____10
	9		9		9		9
3	_____10	6	_____10	9	_____10	12	_____10

POSITION TITLE: Collection Development or Selection Librarian/Subject Bibliographer

POSITION DESCRIPTION: Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization, and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area, or provide other specialized services.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____10	4	_____10	7	_____10	10	_____10
	9		9		9		9
2	_____10	5	_____10	8	_____10	11	_____10
	9		9		9		9
3	_____10	6	_____10	9	_____10	12	_____10

POSITION TITLE: Children's and/or Young Adult Services Librarian

POSITION DESCRIPTION: Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

POSITION TITLE: (if different from above)_____

Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary	Incumbent	Annual Salary
	9		9		9		9
1	_____10	4	_____10	7	_____10	10	_____10
	9		9		9		9
2	_____10	5	_____10	8	_____10	11	_____10
	9		9		9		9
3	_____10	6	_____10	9	_____10	12	_____10

A final question: This annual survey collects information on salaries paid to positions found in a large number of public and academic libraries. Are there positions of this nature that you would like us to consider for future surveys? Please specify below.

_____

A. Name and title of respondent*: _____

B. Telephone number: ( ) _____

*Neither libraries nor individuals will be identified in the report of this survey. The name of your library is given here so that we can avoid sending reminders to libraries who respond. The name and phone number of the person responding are requested because we may need to contact him or her if we have questions about this return.

Thank you very much! Please return by January 27, 1990 in enclosed postage paid envelope to:

American Library Association
Office for Research
50 E. Huron Street
Chicago, Illinois 60611

PLACE LABEL HERE

Appendix G

SALARIES PAID FOR LESS THAN A TWELVE MONTH YEAR IN ACADEMIC LIBRARIES

Instructions on the questionnaire told the respondent:

If the incumbent works LESS than a 12 month year (including vacation) please report the salary and circle the appropriate number of montns (9 or 10) for which the salary is paid.

A program was written to prorate these salaries to their twelve month equivalents for the purpose of reporting results of this survey. For each position in which nine or ten month salaries paid were reported, Table G gives the total number of incumbents, the number and percent of nine month salaries, the number and percent of ten month salaries and the total number and percent of nine and ten month salaries.

Table G. Salaries Paid for Less than a 12 Month Year in Academic Libraries by Position and Type of Library.

Position and Type of Library	All Incumbents	9-month		10-month		9 & 10 month	
	#	#	%	#	%	#	%
Director							
2-year college	201	15	7	11	5	26	13
4-year college	128	0	0	8	6	8	6
University	252	6	2	4	2	10	4
Deputy/Associate Assistant Director							
2-year college	57	7	12	8	14	15	26
4-year college	47	1	2	3	6	4	9
University	306	7	2	7	2	14	5
Department Head/Branch Head							
2-year college	58	14	24	0	0	14	24
4-year college	102	4	4	4	4	8	8
University	906	23	3	12	1	35	4
Reference/Information Librarian							
2-year college	184	40	22	44	24	84	46
4-year college	127	5	4	16	13	21	17
University	971	33	3	44	5	77	8
Cataloger and/or Classifier							
2-year college	79	27	34	10	13	37	47
4-year college	78	4	5	8	10	12	15
University	475	17	4	16	3	33	7
Collection Development Librarian/ Subject Bibliographer							
2-year college	30	11	37	7	23	18	60
4-year college	30	1	3	4	13	5	17
University	230	8	3	14	6	22	10